

UCFT NEWSLETTER

Vol 1 No 1^v Published twice monthly by Locals 1474 & 1570, AFT Nov 25, 1965

In the interests of better communication between both AFT locals on the Berkeley campus and between the Locals and their respective memberships, the Executive Committees of both Local 1474 and Local 1570 have approved the twice monthly publication of this news letter, the cost of which they will equally share. Initially, the business agent for both Locals shall be responsible for the assembly, duplication, and distribution of this publication. Any articles, notices, fund appeals, comments, or questions should be addressed to Keith Mason, 1946 Dwight Way, Berkeley (849-0944).

BOOKSTORE DISCOUNT

We have secured a 10% discount for all AFT members at Cody's Books, an excellent paperback book store at 2476 Telegraph Avenue, Berkeley (soon to be relocated in the new building on the corner of Telegraph and Haste). The discount can be obtained by showing your membership card.

DUES

Those Union members wondering what to do with their dues may send them, for Local 1474, to J. Oswaldo Asturias, Education Department, or for Local 1570, to Arnold Insel, Math Department.

CAMPUS MAIL SERVICE

After prolonged discussion with Vice Chancellor Cheit and the General Counsel of the Regents, Local 1570 finally obtained the use of the Campus Mail Service, with approval expected

very soon for Local 1474. This service will result in an addressograph plate being made by the Campus Mail Service for each member of both Locals. The charge for this is nominal, and it will allow both Locals to take material into the Mail Service, which will address and mail it, to both on and off campus addresses. The Mail Service will also fold the material and stuff it into envelopes, at a slight additional cost. Service for both Locals should be in effect by the beginning of December.

HEYNS TO ADDRESS GENERAL MEMBERSHIP

On Tuesday, December 7th, Chancellor Heyns will be the guest speaker at a general membership meeting of Local 1474, which will be held at 7:30 pm in 100 Lewis Hall. President Stripp has also invited the members of Local 1570 to attend the meeting.

COLLIER BILL

There is a piece of proposed legislation which has been extant for several years, fathered by Representative Collier of South Pasadena, which would require that all students at the University of California pay tuition, in addition to the rather substantial incidental fees now paid. The proposed legislation would provide tuition of several hundred dollars each semester, which wouldn't be paid until after graduation, and until the graduate had attained a minimum salary level (about \$5000). According to Bill Plosser, the AFT lobbyist in Sacramento, the proposal is gaining favor with many legislators in the state, on the basis of its monetary

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advantage to the University. Needless to say, the AFT strongly opposes this sort of legislation, and we have arranged to send a member of Local 1474 to a hearing of the Senate sub-committee which is studying the problem of tuition at the University of California. The hearing will be held in Long Beach on December 3rd and 4th, and our representative will represent the California Federation of Teachers there, in place of Mr. Plosser, who feels that his testimony would not be nearly as effective as that of a concerned Professor.

ANTI-WAR PARADE ON NOV 20

By Robert Hyman

The Elections Committee of Local 1570 AFT announced the results of a mail referendum on whether the Local shall participate as an independent group in the parade against the war in Vietnam on 20 November. The referendum was the final stage in a three part process to determine the attitude the Local would take towards the parade. The resolution supporting participation was first discussed and approved by a straw vote in a general membership meeting on 2 November. The question was then considered by the Local's Council of Delegates, which, in a meeting in which over 90% of the delegate vote was represented, passed a modified resolution with the provision that it be submitted to a mail referendum of the general membership. Of 380 ballots sent out, 239 were returned --about 63%. 166 members, or 69% of those voting, supported the resolution, while 73 members, or 31% of those voting, opposed the resolution; thus, the resolution as passed by the Council of Delegates shall remain in force. Also passed on the referendum were bylaws setting a quorum for a general membership

meeting at 15% of the membership and a quorum for a Council of Delegates meeting at 50% of the delegate Vote. (editor's note: The vote of the Council of Delegates on the resolution was 42 1/3 to 17 2/3 and the complete text of that resolution follows: "Local 1570 shall participate as an independent organization in the parade against the war in Viet Nam, November 20, 1965 both because the local opposes the prosecution of the war and because the right to protest must be upheld in the face of efforts to deny that right.")

SUMMARY OF 1474 ACTIVITY

By Clyde Willson

The first general meeting of the semester was held September 29, with approximately fifty members present. (A notice of that meeting was circulated in advance - if it did not reach you, please inform the corresponding secretary. (Ed. note: Clyde Willson, Biochemistry Dept))) A number of important items were discussed and acted upon, as follows:

A. The amount of time anyone of us can devote to a Union activity is ordinarily extremely limited. No matter what talents reside among the membership, no project can achieve steady progress without full-time effort. Since hiring an executive secretary/business agent required more money than would have been available under the schedule of dues then in force (\$2/month for non-tenured; \$3/month for tenured members), an increase was proposed. At the same time, since for some of our members the distinctions of academic tenure do not apply, it was proposed that the dues rates be based on yearly income. Some members felt that higher dues would be unattractive to the more senior (and better-paid) members of the faculty whose support is important to the Union. However, an overwhelming majority considered

the services of an executive secretary to be more important. The accompanying letter from the Treasurer will explain the new dues schedule. (Editor's note: Inasmuch as the aforementioned letter is only enclosed with the newsletters going to 1474 members, the new dues schedule is included for the information of other members:

\$3/monthly for members receiving less than \$10,000 yearly
\$5/monthly for members receiving more than \$10,000 yearly)

B. As executive secretary, Keith Nason was proposed and confirmed, a note to this effect being sent to the Chancellor's office. Until further notice, his home telephone (849-0944) will serve as that of the Union, since present regulations do not allow for use of University Office Space for staff organizations.

A device to allow dues to be automatically deducted from the payroll would be immensely useful to the Union. However, this privilege must be granted by the Regents, and the Chancellor's Office has advised us unofficially that positive results in this area are unlikely.

C. Higher dues also permit the Union to contract legal counsel on a continuing and advisory basis. It was proposed and carried that the firm of Darwin, Leff and Rosenthal (68 Post Street, San Francisco, 421-2624) be so designated.

In other action, the Executive Committee warmly congratulated the Library Chapter of Local 1474 for their initiative in the publication of the "CU VOICE", a newsletter primarily devoted to the problems of professional librarians. (Editor's note: Copies of this excellent publication are available from me, at 849-0944)

THE LOYALTY OATH

The Executive Committees of both locals have approved the publication of a pamphlet for the purpose of raising funds for the Committee to End the Oath, two of whose members are John Searle and Bernard Kripke, both members of the faculty local. This committee was established by Charles Aronson and Barbara Garson, who are now involved in litigation against the University as a result of losing their jobs after loyalty oath controversies. They are being represented by two members of the University faculty, Coleman Blease and Al Bendich, both of the Speech Dept., and both attorneys. The pamphlet will contain statements by the presidents of both Locals and by Mrs. Garson and Mr. Aronson, and will be printed next week by the Berkeley Free Press. Contributions should be sent to End the Oath Defense Fund, 2411 Grove Street, Berkeley.

AFT RESEARCH GRANTS

The national office of the AFT has announced grants of \$100-\$1000 for original studies and articles connected with any facet of teaching interest. These may be in the form of reports (e.g., "Teacher Unions in France"), theoretical discussions ("Are School Administrators Laborers, And As Such, Part of The American Labor Movement?") or practical discussions ("Collective Bargaining on the Campus").

For further details, write to Pete Schnauffer, AFT Research Director, 716 North Rush Street, Chicago, Illinois, or contact the editor of this newsletter.

UNION COUNCIL?

A member of the faculty Local is in the process of investigating

the possibility of a Council of all the labor unions on the Berkeley Campus. Several discussions have already taken place, with more planned for the near future.

DELANO RALLY

Under the co-sponsorship of both Locals and Students of Cal for Agricultural Labor (SCAL), a rally was held on Sproul Hall Steps on November 10th, to further publicize the grape strike now in progress in Delano. The featured speakers were Al Green, Larry Iokthion, and Delores Huerta, all of whom are leaders of the strike. Brian O'Brien, President of Local 1570, and Eloyde Tovey, Recording Secretary of Local 1474, also delivered addresses, and over \$300 was collected from the sizeable audience.

NEW 1474 CHAPTER

Local 1474 has established a separate chapter for professional and research employees of the University, who number about 900.

Since many of these employees are paid from grant funds, many of them lose their jobs when these funds are exhausted, and are forced to seek new employment either here or at other institutions, thereby making job security almost non-existent. One of their other major problems is that of academic status, an issue recently raised by the Library Chapter of Local 1474. The AFT and Local 1474 hope to provide the effective sort of Union situation in which this chapter can obtain solutions to these crucial problems, and we welcome these individuals into 1474 and the AFT.

ISHEMATSU CASE

A Union member reports that a University Librarian named Ishematsu has filed suit against the

University, as a result of her being fired, and although Judge Karesh of San Francisco Superior Court upheld the University's action, some interesting comments were made. To begin with, Judge Karesh indicated that if he were free to reweigh the evidence presented at the University's hearing of Mrs. Ishematsu's case, he would reverse the University's decision. Secondly, the unbelievable nature of the University as an employer was indicated. The University maintained in the courtroom, that no University employee has any right to job security, unless the University chooses to give it to him, and that even if he is given such right by regulation, the University is not bound to abide by the regulation. The University further said that in all hearings where an employee's job is at stake, it is up to the employee to prove that he should not be fired, and not up to the University to give reasons why he should be. The burden of proof, then, in all University hearings concerning someone's job, is on the accused. Apparently the University can only be regarded as some form of archaic behemoth in their labor relations, and the only binding obligation to the employee that they would recognize is a contractual arrangement. It would seem to follow from this, then, that perhaps the next move for the various labor unions involved with the University should be to work for collective bargaining elections, and establish contracts with the University.

PARTY

Local 1570 will have a fundraising party on Friday night, Dec. 3rd, 8:00 pm, at 1946 Dwight Way, Berkeley for all members and their guests. Further information in the next newsletter.

COUNCIL OF DELEGATES

There will be a meeting of the Council of Delegates of Local 1570 next Wednesday, November 24th, at 4:00pm in 9 Dwindle.

APOLOGIES

Due to the size of this newsletter, and rush to prepare it, two articles, one on social security and the University Retirement Systems, and the other about the extensive negotiations carried on in the various departments by Local 1570, will have to wait until the next issue, which is due on December 1st.

IMPORTANT

All members who wish to participate in the anti-war parade this Saturday, Nov. 20th, should assemble on Saturday morning at 10:30 am at Sather Gate, under the union banner. We will march (1570) as a group, and there will be chartered buses at the end of the march to return the marchers to the campus.

HELP THE GRAPE STRIKE by Bob Chazin

3,000 agricultural workers are now on strike against grape growers in the San Joaquin Valley. Their financial resources are extremely low and they badly need funds.

The strike is now in its 13th week, and is a joint effort of AWOC (Agricultural Worker's Organizing Committee, AFL-CIO) and the National Farm Workers Association, an independent union. There is a good chance that the strike will succeed: the picket lines are holding up well and the teamster's union is said to be honoring them.

We all know the outrageous conditions prevalent in California Agricultural. Just how bad they are can be judged by the strikers' demands: an hourly wage of \$1.40. Even this, however, is too much for the growers: according to the EAST BAY

LABOR JOURNAL for October 1, strikers have been "sprayed with sulfur, threatened with guns, and evicted from their homes.

The strikers also need money for bail. On Tuesday, Oct 19th, the Kern County Sheriffs' office arrested 44 pickets for various technical violations. Many other strikers are still in jail because there is not enough money to bail them out.

Both of the AFT locals on campus have given funds to support the strike. But the amounts are too small. Accordingly the delegates of the Union of Employed Graduate Students have decided to solicit contributions from students and faculty in the various departments.

Representatives of the Union will try to contact everyone with an office personally. Contributions may also be sent to the treasurer of the Union, Arnold J. Insel, at the Department of Mathematics, 301 Campbell Hall, Berkeley Campus. PLEASE MAKE CHECKS PAYABLE TO "LOCAL 1570, AFT".

OPINION

In the interests of establishing a dialogue on various subjects of a controversial nature, this newsletter will print all letters and comments so designated. Unless the volume of such commentary becomes too great, no editorializing is expected. Please address all such comments to the editor, 1946 Dwight Way, Berkeley

SERS

As a final note, all employees who come under SERS (pre 1961 retirement system) are urged to seek advice from a non-biased source before deciding on whether or not to coordinate with Social Security. For further information, call the editor at 849-0944